

WTVF-TV
EEO PUBLIC FILE REPORT
April 1, 2009 – March 31, 2010

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for the Recruitment Source Data¹

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Referral Source Referring Hiree
Broadcast Maintenance Engineer	1-29, 32	17
NC5+ Director / Producer	1-28, 32	17
News Reporter	1-32	31
Executive Producer	1-30, 32, 34	32
Photographer	1-32, 36, 37	31
Traffic Coordinator	1-32	— 17
Traffic Coordinator	1-32	31
Newscast Producer	1-32	17
Sports Reporter-Weekend	1-33, 35	33
Weekend Morning Producer	1-30, 32, 35	32

¹ See Section II for information concerning when sources were entitled to receive vacancy notifications. For all jobs listed on this report, the station notified all sources that were entitled to receive notifications at the time of outreach.

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II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
1	Austin Peay University - Career Services PO Box 4745 Clarksville, TN 37044 Janet Velazquez cac@apsu.edu 931-221-7896	Y	0
2	Belmont University Career Placement 1900 Belmont Blvd Nashville, TN 37212 Laura Wheeler careerservices@mail.belmont.edu 615-460-6490	Y	1
3	Clarksville, Montgomery Cty Career Center 350 Pageant Lane, Suite 406 Clarksville, TN 37040 Angie Hopkins angela.hopkins@tn.gov 931-648-5530	N	0
4	East Tennessee State University Career Services PO Box 70718 Johnson City, TN 37614 https://etsu-csm.symplicity.com/employers 423-439-4441	Y	0
5	Fisk University 1000 17th Avenue North Nashville, TN 37208 Echell Eady eeady@fisk.edu 615-329-8631	Y	0

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RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
6	High Tech Institute-Career Services 120 Royal Pkwy Nashville, TN 37214 Doug Morris dmorris@hightechschoo.com 615-232-3713	Y	0
7	ITT Technical Institute 2845 Elm Hill Pike Nashville, TN 37214-3717 Molly Swatek mswatech@itt-tech.edu 615-889-8700	Y	0
8	KY Assoc for Career & Technical Education PO Box 4583 Frankford, KY 40604 Michael Stone 502-223-1823	N	0
9	Lipscomb University Career Placement Center 2901 Granny White Pike Nashville, TN 37204 Beverly Langford beverly.langford@lipscomb.edu 615-966-1792	N	0
10	Middle TN Career Center 621 Mainstream Drive, Suite 210 Nashville, TN 37228 Frank Hayes frank.hayes@nashville.gov 615-253-8920	Y	0

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RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
11	Middle TN State University Career Services POBox 2 Murfreesboro, TN 37132 https://mtsu-csm.symplicity.com/employers 615-898-2500	Y	0
12	Murray State University Career Service Center 218 Ordway Hall Murray, KY 42071 Regina Hudspeth 270-809-3735	N	0
13	NAACP-Nashville Chapter 1308 Jefferson St Nashville, TN 37208 Sonnye Dixon / Lisa Walker info@naacpnashville.org 615-329-0999	Y	0
14	Nashville State Community College Career Employment Center 120 White Bridge Rd Nashville, TN 37209 Lisa Fletcher ejobs@nscc.edu 615-353-3248	Y	0
15	NATAS - Nat'l Academy of Arts & Sciences 27 Music Square East Nashville, TN 37203 www.emmyonline.org 615-259-0040	N	0

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RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
16	National College of Business & Technology 3748 Nolensville Pike Nashville, TN 37211 Sharonda Campbell scampbell@ncbt.edu 615-333-3344	Y	0
17	NewsChannel 5 Network (WTVF) (station website) www.newschannel5.com	N	22
18	Sewanee University of the South Career Services 735 University Avenue Sewanee, TN 37383 Hilda Vanghan careers@sewanee.edu 931-598-1121	Y	0
19	South Central Career Center 119 Nashville Highway, Suite 106 Columbia, TN 38401 Judy Vick / Sheryl Jordan 931-490-3792 / 931-490-3810	Y	0
20	TN State University Career Center 3500 John Merritt Blvd. Nashville, TN 37209 Phyllis Turner pturner@tnstate.edu 615-963-5981	Y	0

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RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
21	Tennessee Tech University Director of Career Service PO Box 5021 Cookeville, TN 38505 Lynn Haley lhaley@tntech.edu (931) 372-3232	N	0
22	Trevecca Nazarene University Career & Counseling Center 333 Murfreesboro Rd Nashville, TN 37210 Ronie McPeak rmcpeak@trevecca.edu 615-248-1237	Y	0
23	TV Jobs.com www.tvjobs.com	N	10
24	University of Tennessee-Knoxville 333 Communications Building Knoxville, TN 37996-0333 Chandra Eskridge/Barbara Moore 865-974-4291	N	0
25	University of TN-Martin Dept of Communication 305 Gooch Hall Martin, TN 38238 Rodney Freed rfreed@utm.edu 731-587-7532	N	0

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RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Entitled to Vacancy Notification Yes/No	Number of Interviews Referred by RS in 12 mo. Period
26	Urban League of Middle TN 2250 Metro Center Blvd Nashville, TN 37228 Juliet Mason jmason@urbanleagueofmidtn.org 615-254-0525 x10	Y	0
27	Volunteer State Community College 1480 Nashville Pike Gallatin, TN 37066 Mel Timberlake mel.timberlake@volstate.edu 615-452-8600 x2218	Y	0
28	Western Kentucky University Career Services Center #1 Big Red Way Bowling Green, KY 42101 https://wku-csm.symplicity.com/employers 270-745-3095	Y	0
29	CSB School of Broadcasting 25 Century Blvd, Suite 103 Nashville, TN 37214 Rob Learmont jobs@goscb.com 615-884-0299	Y (since April 2009)	0
30	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone www.medialine.com 800-237-8073	Y (since April 2009)	1

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31	Employee Referral	N	6
32	Internal Posting / Candidate	N	7
33	Non-Employee Referral	N	2
34	Self Referral	N	1
35	Tennessee Association of Broadcasters Two International Plaza Dr #507 Nashville, TN 37217 Jill Green www.tabtn.org 615-365-1840	N	0
36	B-Roll (Television News Photography) 243 17th Street SE Washington, DC 20003 Kevin Johnson www.b-roll.net 202-486-8842	N	0
37	National Press Photographers Association Elon University Campus Box 2850 Elon, NC 27244 Randy Piland www.nppa.org 336-278-5232	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			50

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	In January of 2010, the station participated in a job fair at the Tennessee Association of Broadcasters Convention in Murfreesboro.. Station participants included Executive Director of NewsChannel 5+ and Production Manager.
2	Participate in Job Fair	In October of 2009, the station participated in a career fair at Middle Tennessee State University/ Station participants included Assignment Manager and New Business Manager
3	Host and Participate in Job Fair	In May of 2009, the station hosted a Career Fair at Belmont University, in conjunction with Davita Careers. Approximately 2000 job-seekers attended. The Career Fair included general information seminars which were attended by approximately 600 job seekers. Station participants included Station Manager and reporter.
4	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In March of 2010, the station hosted 16 students from the University of Missouri for a career day. The students took a tour of station facilities, and participated in a question and answer session with station management. The Assistant News Director critiqued examples of the students' work in broadcasting.
5	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In March of 2010, the station hosted a group of journalism students from Western Kentucky University. The students and their professors took a tour of the NewsChannel 5 facility. They engaged in a question and answer session with news staff regarding careers in broadcasting, and methods used for determining news coverage.
6	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	In November of 2009, an anchor participated on a panel at the Cheatham County Career Day at Pegram Church of Christ. He spoke about careers in television news and how to get a first job in broadcasting.
7	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In November of 2009, an anchor participated in a career day at the Baird School in Lebanon. He spoke to approximately 70 primarily 8th grade students about careers in television news and broadcasting.
8	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In June of 2009, an anchor spoke to 80 low income and minority students who participated in the LEADS program at the University of Tennessee at Knoxville. The topic was making a successful transition to college, and careers in broadcasting.
9	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In June of 2009, a weather anchor spoke at a nationwide journalism camp at Belmont University. He spoke to high school students about journalism and careers in broadcasting.
10	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In April of 2009, the station hosted a group of 10 broadcasting students from the University of Tennessee At Martin. The students were given a tour of the facility, and asked questions about careers in broadcasting.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
11	Internship Program	NewsChannel 5 has an ongoing internship program in which approximately 35 students participated between April 1, 2009 and March 31, 2010. Internship programs are active in the following departments: News, Talk of the Town, production, and NewsChannel 5+. Interns receive hands-on training in a variety of skills, including operating a studio camera, writing for broadcast, timing newscasts, using broadcasting equipment, and effective story-telling. Interns were at the station during the Fall and Spring semesters as well as over the summer.
12	Training Program To Help Station Personnel Acquire Skills for Higher Level Position	In October of 2009, the News Director attended a seminar for news managers in Dallas, Texas. The seminar focused on improving management and leadership skills.
13	Management EEO Training	In February of 2010, the station's Diversity Team hosted a seminar for managers and other employees. The speakers were three participants in the Lunch Counter Sit-Ins in Nashville during the Civil Rights Movement. The speakers discussed the history of the sit-ins in Nashville, and the current racial climate in the community. They gave their perspective on discrimination in our culture today, and advice for making the station's coverage more racially sensitive, and the importance of having minorities in on-air positions.
14	Management EEO Training	In January of 2010, two managers attended diversity training hosted by the Tennessee Association of Broadcasters and Middle Tennessee State University. The training focused on improving representation of minorities in the workforce.
15	Management EEO Training	In June of 2009, the station's Diversity Team hosted a seminar for managers and other employees. The speaker was the Family and Parent Services Coordinator for the Metro Nashville Public School System. The training focused on understanding and respecting differences in the Hispanic culture, including workplace practices, and ideas for making station coverage more culturally sensitive.
16	Management EEO Training	In April of 2009, the station's Diversity Team hosted a seminar for managers and other employees. The speaker was a professor and diversity expert from Middle Tennessee State University. She educated the group on respecting and valuing racial and gender differences in the workplace.
17	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	In January of 2010, an anchor spoke at Murfreesboro's Martin Luther King banquet. Attendees included leaders in Murfreesboro's minority organizations such as the NAACP and the African American church community, as well as student recipients of the Martin Luther King Junior college scholarships for Rutherford County. Anchor discussed careers on television with a focus on minority applicants.
18	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In October of 2009, a reporter spoke to communication students at Tennessee State University about careers in broadcasting.

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
19	Activity Designed to Disseminate Information About Broadcast Careers	In September of 2009, an anchor spoke on a panel at the International Black Film Festival held in Nashville. His topic was the image of African Americans in the media, and how minority journalists affect the way other minorities are portrayed on television. His presentation encouraged more talented people of color to consider careers in journalism.
20	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	In October of 2009, an anchor hosted and spoke at a Metro-government sponsored community listening tour at the Coleman Recreational Center in South Nashville. The event was open to the general public and was publicized on the station. Approximately 60 people asked questions including questions about careers in television news.
21	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	In September of 2009, an anchor spoke to students at Trevecca University about television weather, including career opportunities.
22	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	In July of 2009, an anchor spoke to a group of primarily junior high students at a YMCA Youth Camp at Our Savior Academy. His topics included weather and careers in broadcasting.
23	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	In July of 2009, an anchor spoke to the youth group at First Baptist Church in Gallatin. He told approximately 40 junior high and high school students about weather, careers in broadcasting, and television news.